

**IN THE BOARD OF SUPERVISORS**  
**COUNTY OF SAN LUIS OBISPO, STATE OF CALIFORNIA**

\_\_\_\_\_ day \_\_\_\_\_, 2016

PRESENT:

ABSENT:

RESOLUTION NO. \_\_\_\_\_

**RESOLUTION INCREASING WAGES FOR EMPLOYEES IN BU 07-OPERATIONS &  
STAFF, BU 08-GENERAL MANAGEMENT, BU 09-APPOINTED DEPARTMENT HEADS,  
BU 10-ELECTED OFFICIALS, BU 11-CONFIDENTIAL EMPLOYEES, AND BU 16-  
GENERAL MANAGEMENT LAW ENFORCEMENT**

The following resolution is hereby offered and read:

WHEREAS, pursuant to Resolution 80-99, the Board of Supervisors designated certain job classes as General Management, Operations and Staff, and Confidential; and

WHEREAS, the Management Representative in consultation with the Board of Supervisors has traditionally recommended salaries and benefits for unrepresented classes to the Board of Supervisors for adoption; and

WHEREAS, the changes provided for by this Resolution shall only apply to those persons who are employed by the County on or after the date that this Resolution is adopted by the Board of Supervisors; and

WHEREAS, the changes or certain of the changes provided for by this Resolution satisfy the requirements of County Code Sections 2.48.034 Administration of Management and Confidential Compensation Plan and 2.48.180 Prevailing Wage Ordinance; and

WHEREAS, effective the pay period including July 1, 2016, all Unrepresented classifications identified by this Resolution and shown in Attachment A shall receive a 3% general wage increase; and

WHEREAS, effective the pay period including July 1, 2016, an additional equity increase totaling 0.5% of payroll shall be distributed to certain Unrepresented classifications identified by this Resolution and shown in Attachment A determined to be significantly under market by more than 5% of market median or having recruitment and retention issues; and

WHEREAS, effective the pay period including July 1, 2017, all Unrepresented classifications identified by this Resolution and shown in Attachment A shall receive an additional 3% general wage increase; and

WHEREAS, effective the pay period including July 1, 2017, an additional equity increase totaling 0.5% of payroll shall be distributed to certain Unrepresented classifications identified by this Resolution and shown in Attachment A determined to be significantly under market by more than 5% of market median or having recruitment and retention issues.

NOW, THEREFORE, BE IT RESOLVED AND ORDERED by the Board of Supervisors of the County of San Luis Obispo, State of California as follows:

1. That the recitals set forth hereinabove are true, correct, and valid; and
2. That effective the pay period including July 1, 2016, the Unrepresented job classes identified by this Resolution and shown in Attachment A shall receive a general wage increase of 3.0%; and
3. That effective the pay period including July 1, 2016, an additional equity increase totaling 0.5% of payroll shall be distributed to certain Unrepresented classifications identified by this Resolution and shown in Attachment A, distributed as listed therein; and
4. That effective the pay period including July 1, 2017 the Unrepresented job classes identified by this Resolution and shown in Attachment A shall receive a general wage increase of 3.0%; and
5. That effective the pay period including July 1, 2017, an additional equity increase totaling 0.5% of payroll shall be distributed to certain Unrepresented classifications identified by this Resolution and shown in Attachment A, distributed as listed therein; and
6. That unless otherwise modified by the foregoing provisions, all other salaries and benefits provided by resolution, Board order or ordinance to employees in the designated job classes identified by this Resolution shall remain in effect.

Upon motion of Supervisor \_\_\_\_\_, seconded by Supervisor \_\_\_\_\_, and on the following roll call vote, to-wit:

AYES:

NOES:

ABSENT:

ABSTAINING:

The foregoing resolution is hereby adopted:

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Chair of the Board of Supervisors

ATTEST:

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Clerk, Board of Supervisors

BY: \_\_\_\_\_, Deputy Clerk

APPROVED TO FORM AND LEGAL EFFECT:

RITA L. NEAL  
County Counsel

  
By: Assistant County Counsel

Dated: September 7, 2016